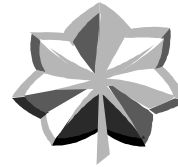




Officer Promotions



HQ AFPC/DPPPO
Chief, Officer Promotions Management Section
Directorate of Personnel Program Management

Overview

AFPC



- **Promotion Planning**
- **Promotion Process (Pre-Board)**
- **Selection Board Procedures (In-Board)**
- **Post-Board Procedures**

AFPC



Promotion Planning

Guidance

AFPC



Officer:

Title 10, USC

DoD Directive 1320.12

DoD Instruction 1320.14

AF Instruction 36-2501

DPPB OI 1-2

AFPC Officer Promotion Plans



- **Purpose:**

- Select enough officers of the desired quality, in the proper grades, to carry out the mission
- Provide reasonable progression to retain a highly qualified and motivated officer force

- **Objectives:**

- Ensure the best qualified are selected
- Provide stable, consistent, and visible progression
- Accelerate progression for exceptional performers

AFPC Planning Considerations

- **Year Group Management**
- **Consistent Promotion Opportunity**
- **Reasonable Pin-On Times**
- **Board Regularity**

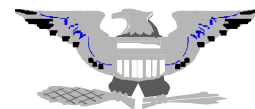
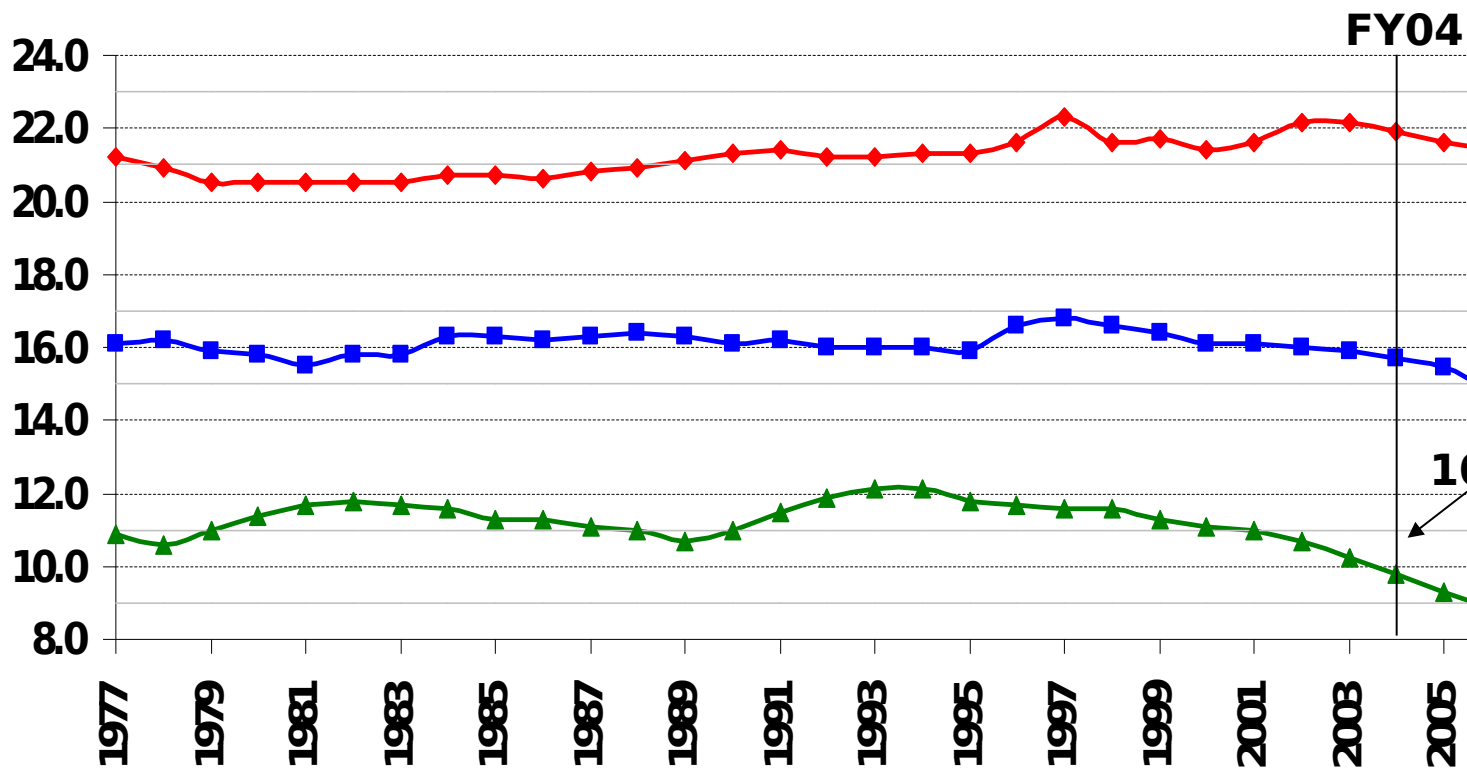
Goal: Stability

Line Officer Phase Points (FY77-08)

AFPC

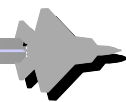
Average Pin-on Time

Yrs of Service



Officer Phase Points

AFPC







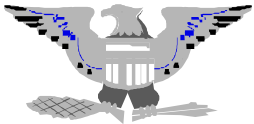
RANK **DOPMA Standard** **AF** **Average**

Colonel	21 - 23 yrs	22 yrs, 1 mo
Lt Col	15 - 17 yrs	15 yrs, 8 mos
Major	9 - 11 yrs	10 yrs
Captain	4 yrs	4 yrs
1st Lt	2 yrs	2 yrs

Promotion Opportunity (LAF)

AFPC



Grade	Percent	BPZ Limit	
1Lt	100% of Eligibles	N/A	
Capt	100% of Eligibles	N/A	
Maj	95% of Eligibles	N/A	
Lt Col	85% of Eligibles	10%	
Col	55% of Eligibles	15%	

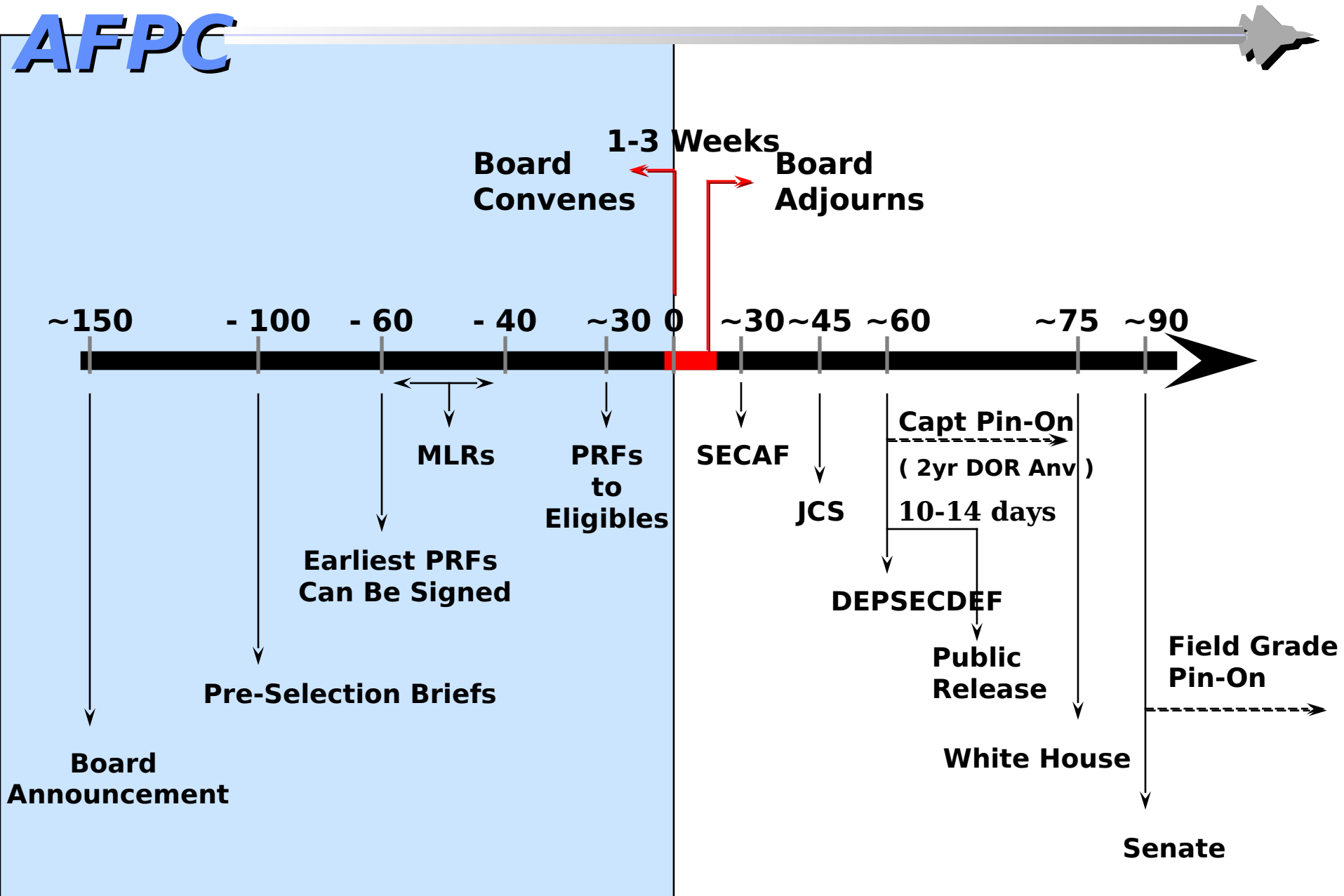
AFPC



Promotion Process

Promotion Process

AFPC



AFPC Account for All Eligibles

All Records Accurate

- **Air Force Personnel Center identifies eligibles and notifies Management Levels**
- **Management/Personnelists review eligibles records/provide corrections**
- **Eligibles review Records/request corrections**



- **Senior Raters:**
 - Assess eligibles
 - Write Promotion Recommendation Forms (PRFs)
 - Allocate their own Definitely Promote Quota
 - Provide PRFs to Management Levels

Management Level Review

AFPC



- **Management Levels**

- Account for PRFs
- Ensure Quota is not exceeded
- Conduct Management Level Reviews
- Allocate remaining DPs to account for pockets of Quality
- Certify PRFs to Air Force
- Provide Copy of PRF to Individual

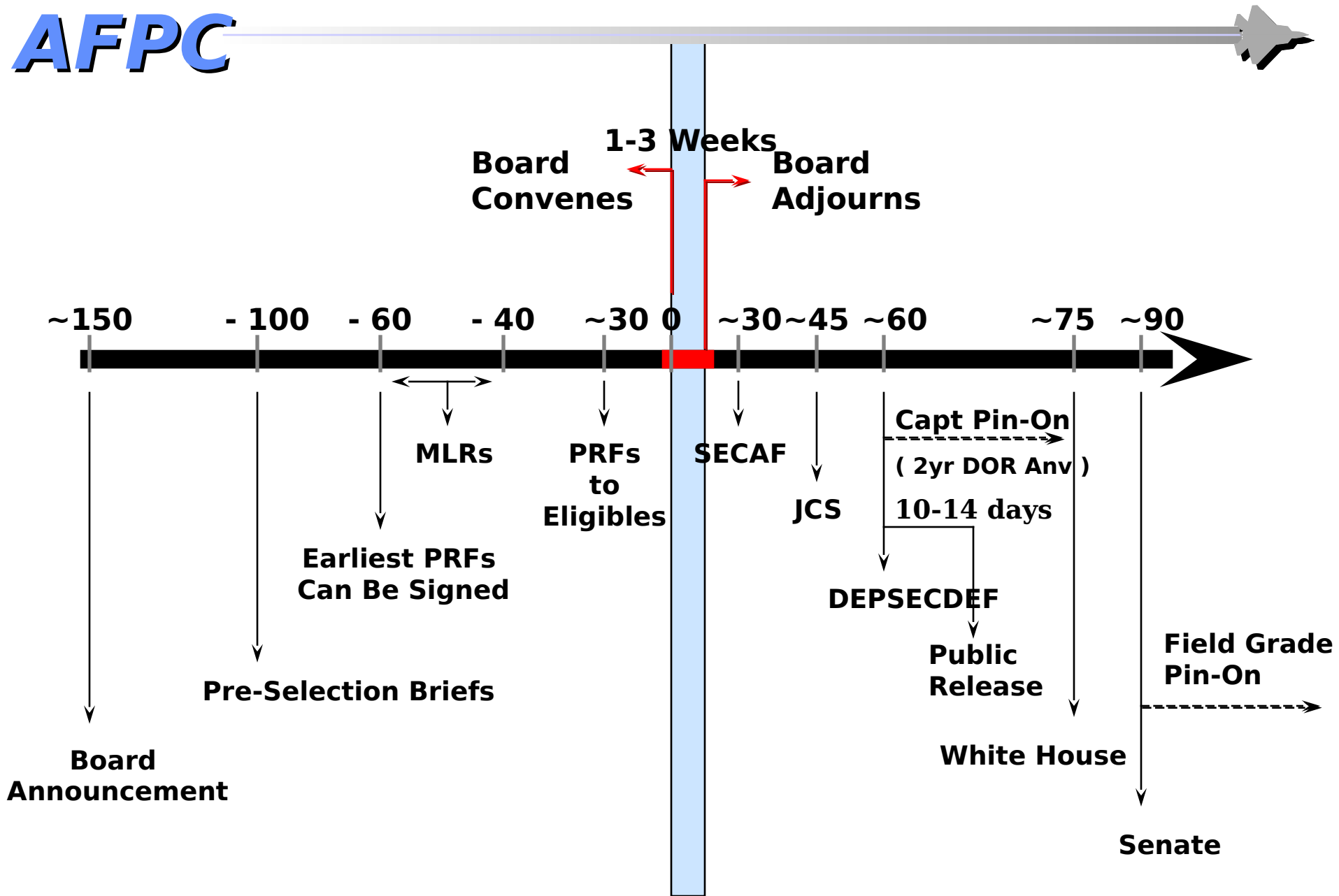
AFPC



Selection Board Procedures

Promotion Process

AFPC



Officer Board Membership

AFPC



- **Title 10, USC**
 - Five officers from the Active Duty List
 - Senior in grade to those being considered
 - One officer from each competitive category being considered
 - Reserve (if necessary)
 - Joint (appointed by CJCS)
- **SECAF Policy**
 - **Mirror characteristics of eligibles**
 - Minorities / Women; Aeronautical Rating; Command of Assignment; Career Area

AFPC Officer Board Composition

(5 Board Members on Each Panel)

BOARD D

Col

Lt Col

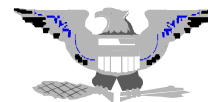
Maj

Capt

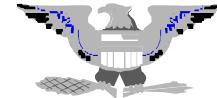
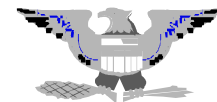
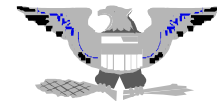
PRESIDENT T



PANEL CHIEFS



PANEL MEMBERS



Communication/Guidance to Boards

AFPC



- **DODI 1320.14**
- **Secretary must provide instructions IAW statute and directive**
- **Any communication must be:**
 - In writing
 - Given to all board members
 - Made part of the board report
- **Secretary's Memorandum of Instruction is the only authorized guidance**
- **No other communication is authorized**

Board Procedures

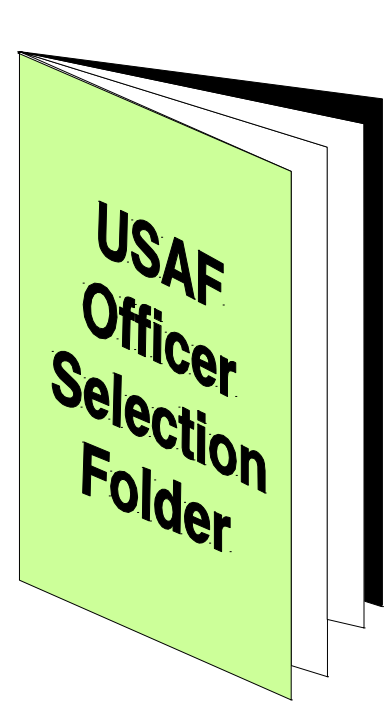
(First Day)



- **Board Member Briefing**
 - Authority, demographics, task, procedures
 - Contents of Selection Record
 - Scoring System
- **SECAF MOI**
- **Oath**
- **Trial Run Exercise**
- **Score for Record**
 - Use Officer Selection Record
 - Comfortable pace

Officer Selection Folder

AFPC



- **Promotion Recommendation Form**
- **Performance Reports**
- **Effectiveness Reports**
- **Training Reports**
- **Officer Selection Brief (OSB)**
- **Citation for Approved Decorations**
- **Article 15/Courts Martial**
- **Letter to the Board**
- **Miscellaneous Documents**

Scoring Method - Fully Qualified

AFPC

- **Board With 100% Opportunity**
- **Initial BPZ Scoring (EWQ)**



YES



NO

- **Yes:** Officer Is Fully Qualified / Exceptionally Well Qualified
- **No:** Officer Is Not Fully Qualified / Exceptionally Well Qualified

Scoring Scale - Best Qualified

AFPC



Absolutely Superior	10	Outstanding
Outstanding Record	9.5	
Few Could Be Better	9.0	
Strong Record	8.5	Above Average
Slightly Higher Than Average	8.0	
Average	7.5	Average
Slightly Below Average	7.0	
Well Below Average	6.5	Below Average
Lowest in Potential	6.0	

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Whole Person Concept

"Best Qualified" for
Promotion

Future Potential

Performance:

OPRs/OERs/PRF/TRs

Leadership: SQ/CC,
MAJCOM, HAF, Joint,

OSD

Achievements: DG, CGO Qtr/Yr, ORI
ratings

Professional Development: PME
(Res/Non-Res),

Depth/Breadth: In/Out of Specialty...W/B,
MAJCOM, HAF (ROTC,
16P/R, 8XXX)

Building Blocks

Quota Computation



IPZ Eligibles X Opportunity = Max Board Quota

Max Board Quota X BPZ % = Max BPZ Quota

Max Board Quota - Max BPZ Quota = I/APZ Quota

*** Assuming full BPZ quota is used**

Lt Colonel Board (Line)

AFPC



Quota Computation (Estimated)

Eligibles: IPZ -	1600	1600	Total IPZ Eligibles
APZ -	1755	<u>x.75</u>	(Promotion Opportunity)
BPZ -	4343	1200	Total Promotions Available
		1200	Total Promotions Available
		<u>x.10</u>	(10% BPZ Quota)
		120	BPZ Promotions Available
		1200	Total Promotions Available
		<u>-120</u>	BPZ Promotions
		1080	IPZ/APZ Promotions

Available

AFPC

I/APZ Quota = 1080



**Panel
One**

**Panel
Two**

**Panel
Three**

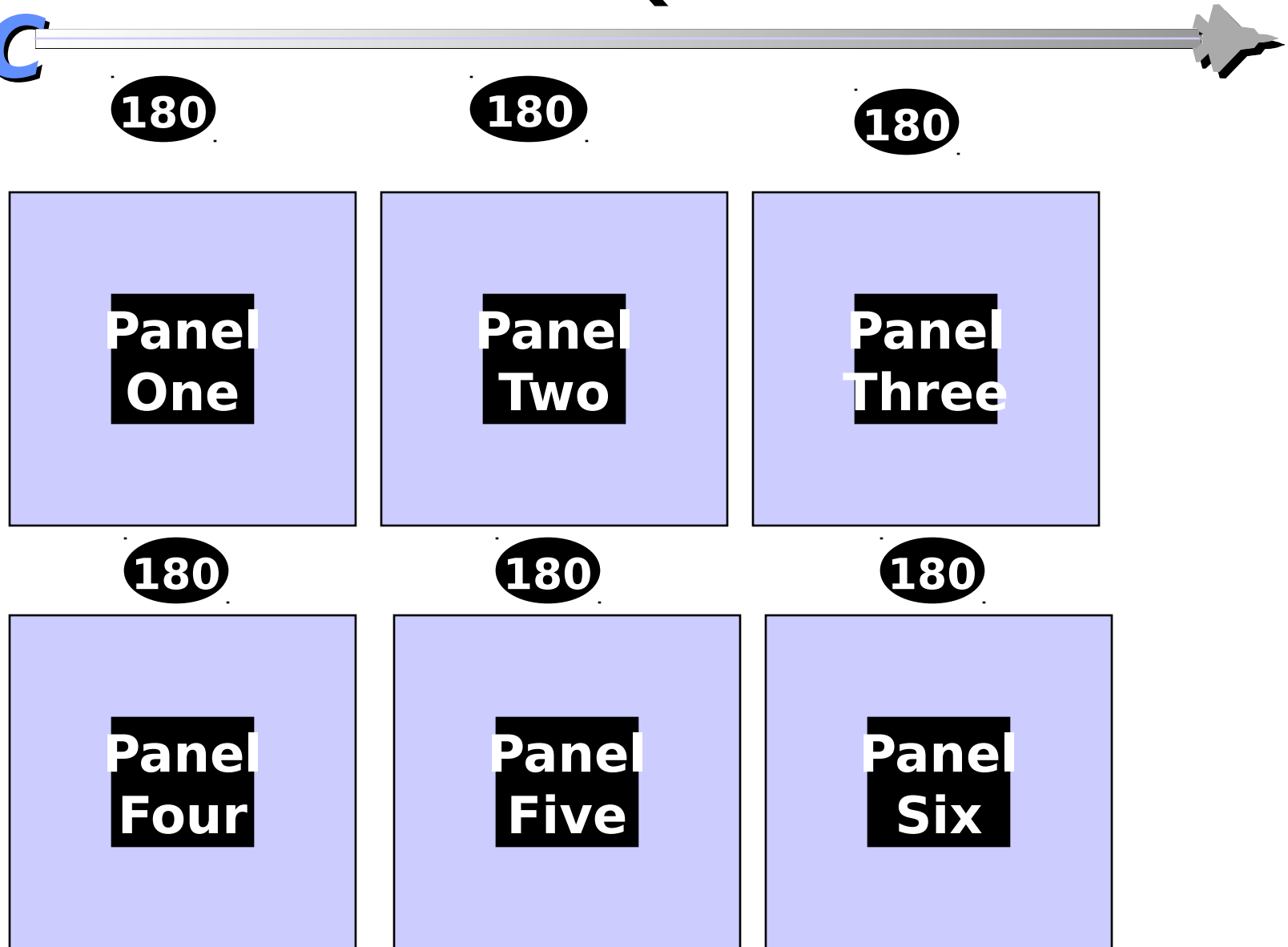
**Panel
Four**

**Panel
Five**

**Panel
Six**

Panel Quota

AFPC



AFPC Adjusted Panel Quota



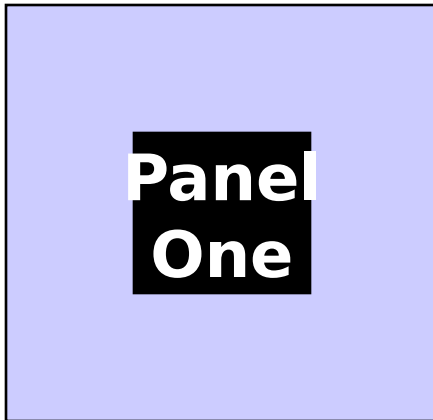
- Each panels' quota is adjusted
- In this example, **97.5% X 180** means initial cut line now drawn at **175**
- Ensures approximately **5%** of board quota in the gray/aggregate gray

AFPC

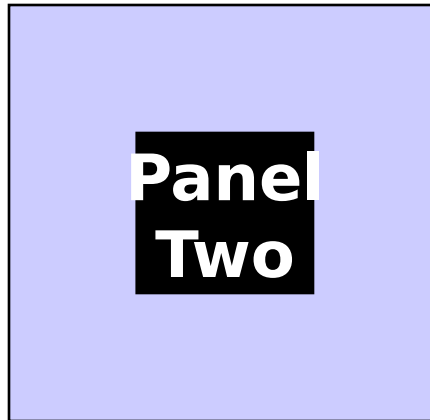
Adjusted Panel Quota



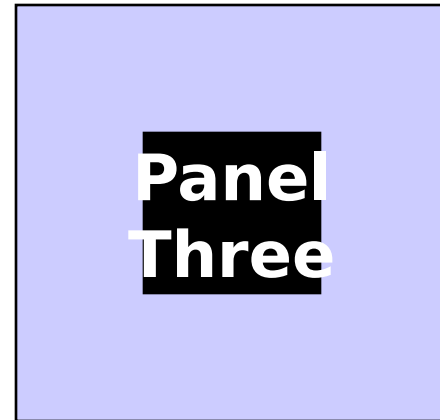
175



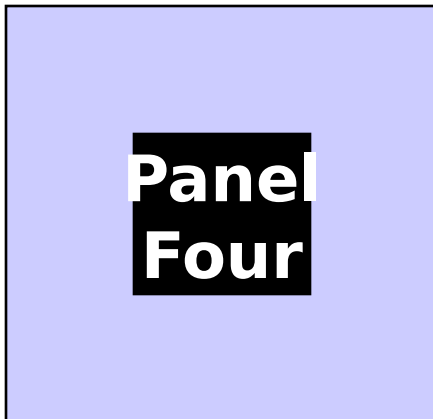
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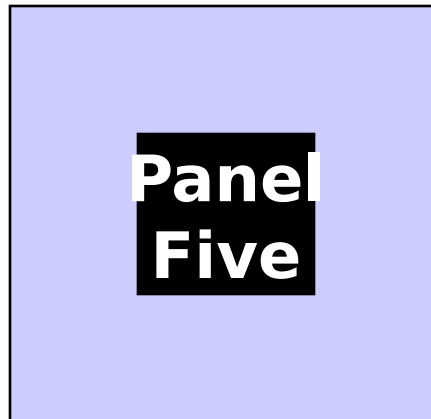
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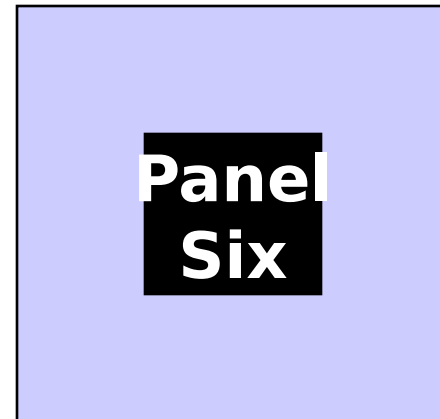
175



175



175

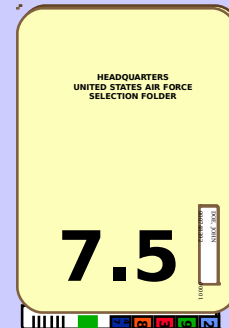
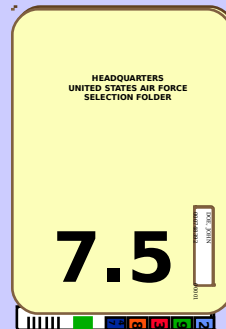
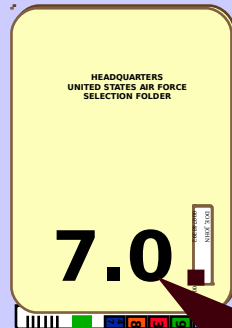


Individual Scores

AFPC

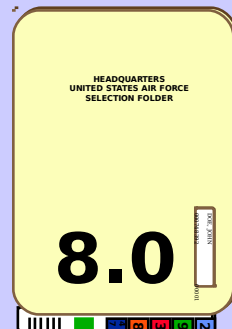


**Mbr
2**

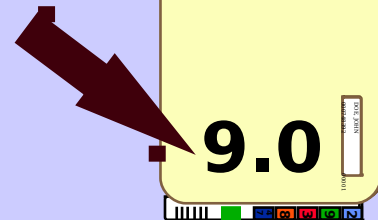


**Mbr
5**

**Mbr
3**



SPLIT



**Mbr
4**

**Board
Score = 39**

AFPC

Panel One: Quota = 180



Adj Quota = 175

Total Scores	Total Records	Cumulative Records
50.0	1	1
49.5	1	2
49.0	3	5
48.5	4	9
48.0	5	14
↓	↓	171
43.0	28	199
42.5	21	220

Initial Cut Line



175

Second Cut Line

**9 Quota / 49 Records
to Aggregate Gray**

Panel Two: Quota =

AFPC

180

Adj Quota = 175

Total Scores	Total Records	Cumulative Records
50.0	2	2
49.5	1	3
49.0	4	7
48.5	6	13
48.0	3	16
↓	↓	175
43.0	27	202

Clean Cut Line

Second Cut Line

175

**5 Quota / 27 Records
to Aggregate Gray**

Objective Quality Review

AFPC



Court-Martial

Article 15

Referral OPR on top

DNP PRF

“Do Not Promote Me” Letters

NQP

Current Promotion, Appointe Leave

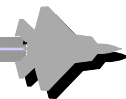
LOR

Gray

Second Cut Line

AFPC

Objective Quality Review



Initial Cut Line

Gray

Second Cut Line

Current PME / AFIT Student

DP PRF

POW / Former POW

P PRF-

100%

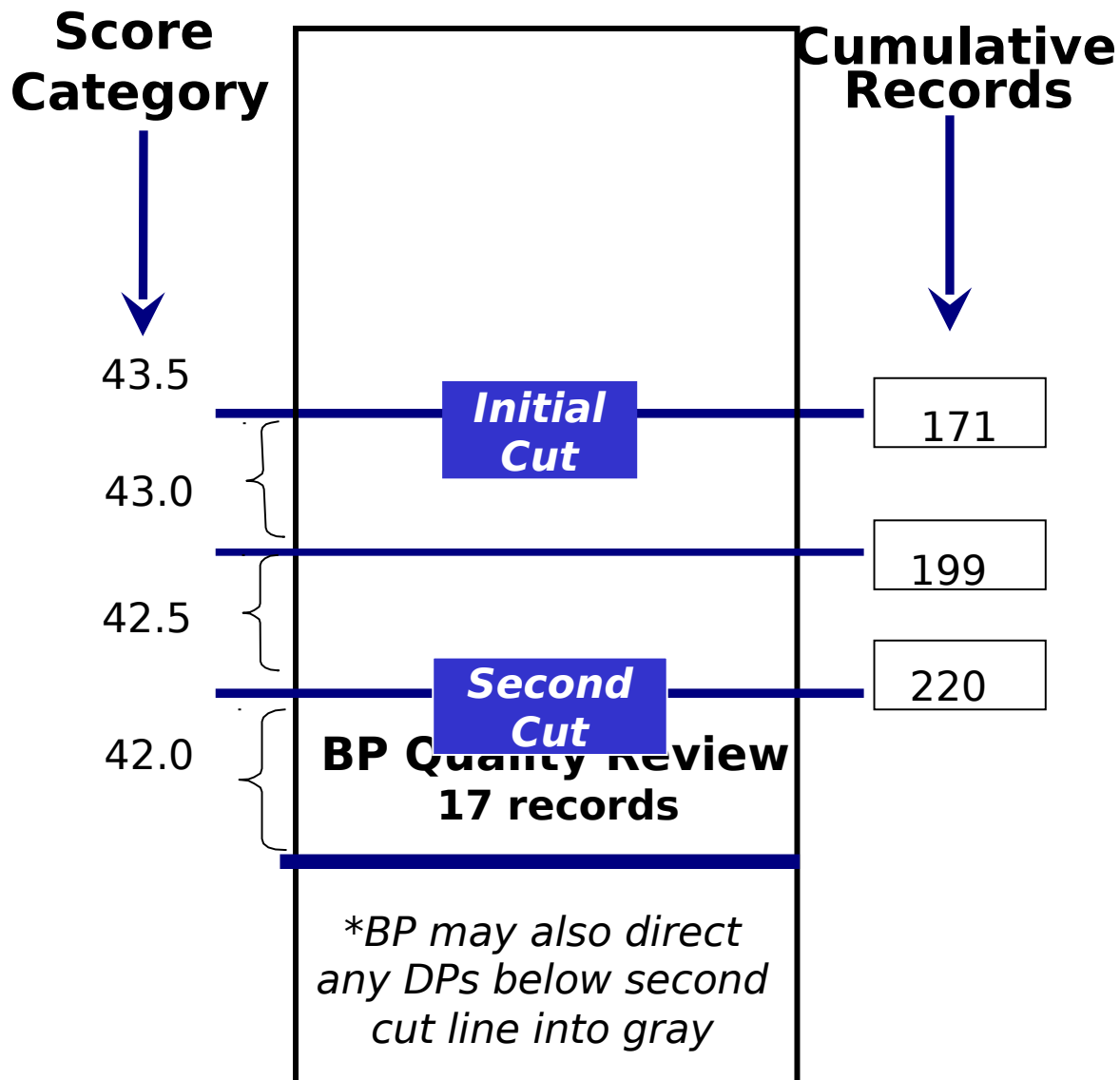
Astronaut

Medal of

Honor

BP Quality Review

AFPC



Aggregate Gray Resolution



Panel	Selects	Gray	Quota
1	171	49	9
2	175	27	5
3	167	49	13
4	171	49	9
5	175	27	5
6	167	49	13
BP QR		50	
Total	1026	300	54

**** All 30 board members will now score 300 records**

Aggregate Gray First Run



**s
Select**

Total Scores	Total Records	Cumulative Records
300.0	3	3
299.5	6	9
299.0	8	17
298.5	12	29
298.0	8	37
297.5	6	43
297.0	7	50
296.5	8	58



54

**** All 30 board members will now score 8 records**

Aggregate Gray

Second Run

s
Select

Total Scores	Total Records	Cumulative Records
298.0	1	1
297.5	2	3
297.0	1	4
296.0	3	7
295.5	1	8



4

AFPC

Select / Nonselect List



Select

Select

Select

Select

Select

Nonselect

Nonselect

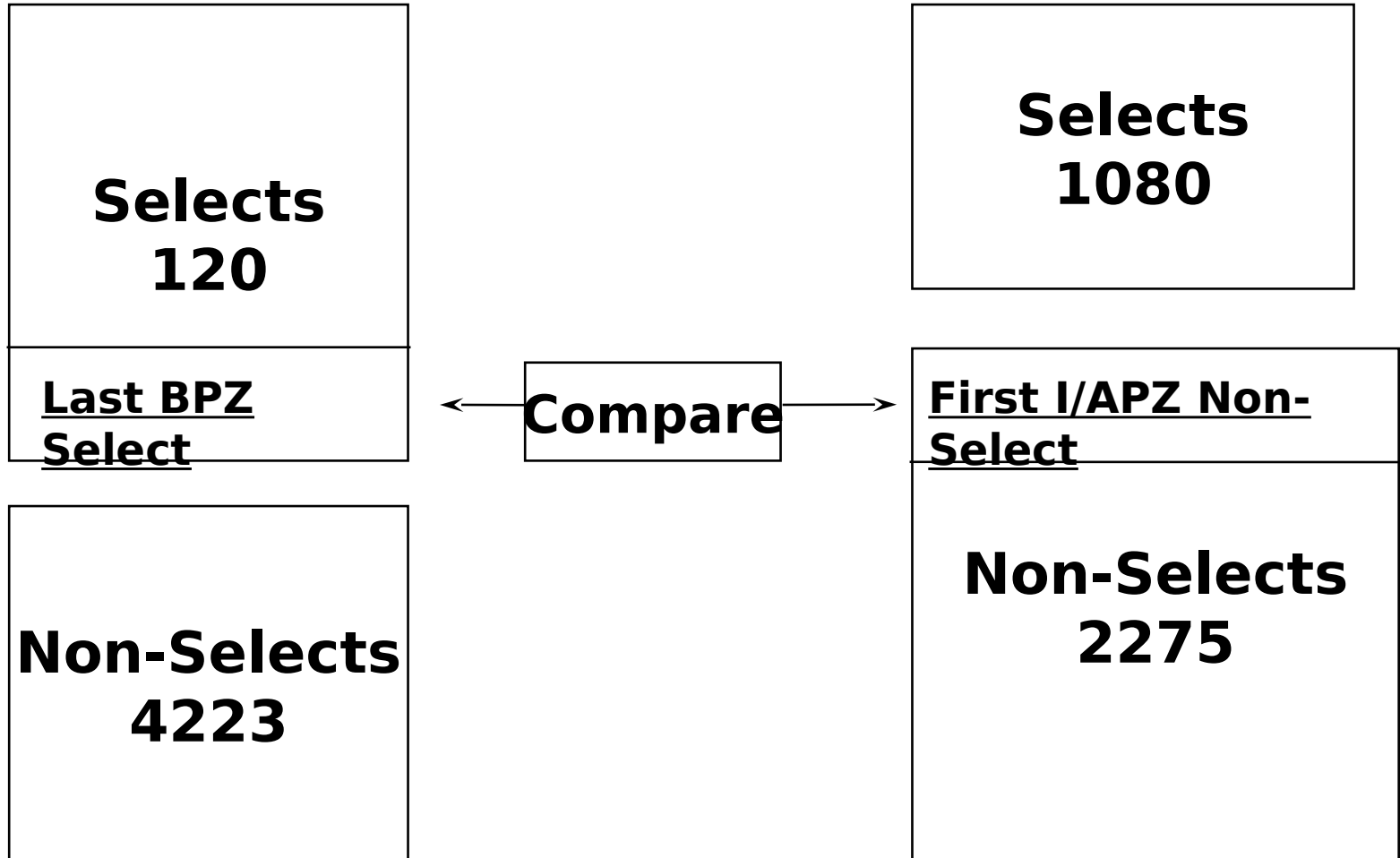
Nonselect

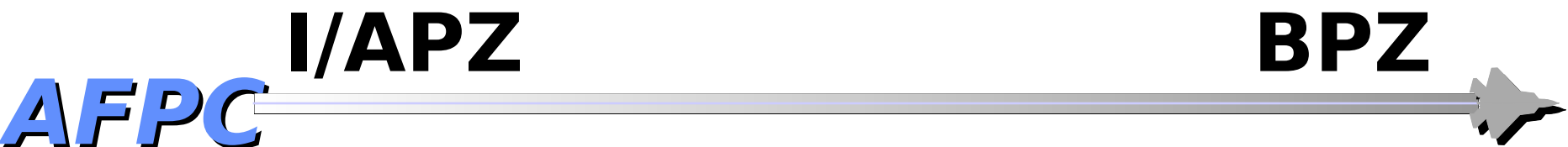
Nonselect

Nonselect

BPZ Displacement

AFPC





<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>

Quota Cut

Line

<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>

I/APZ

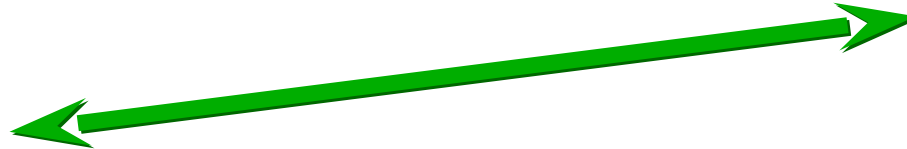
BPZ

AFPC

<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>

<i>Select</i>
<i>Select</i>
<i>Select</i>
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<i>Select</i>
<i>Nonselect</i>
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Compare



AFPC **I/APZ**

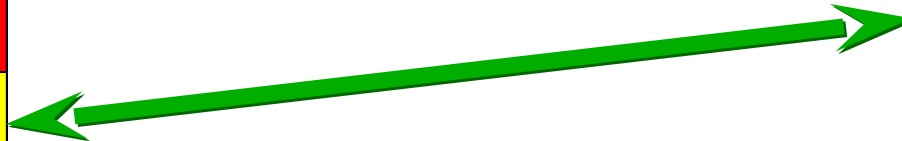
BPZ



<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
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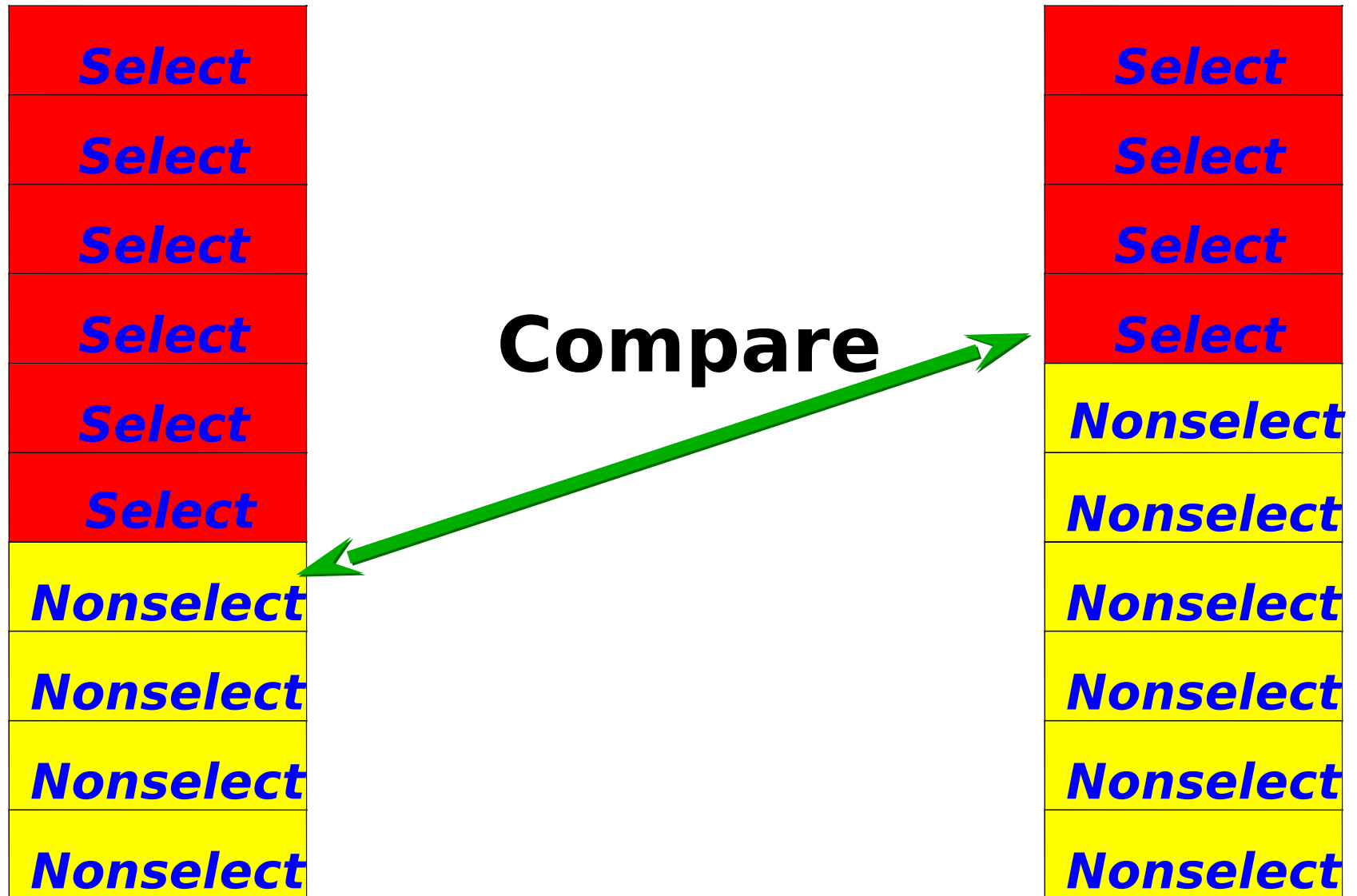


Compare

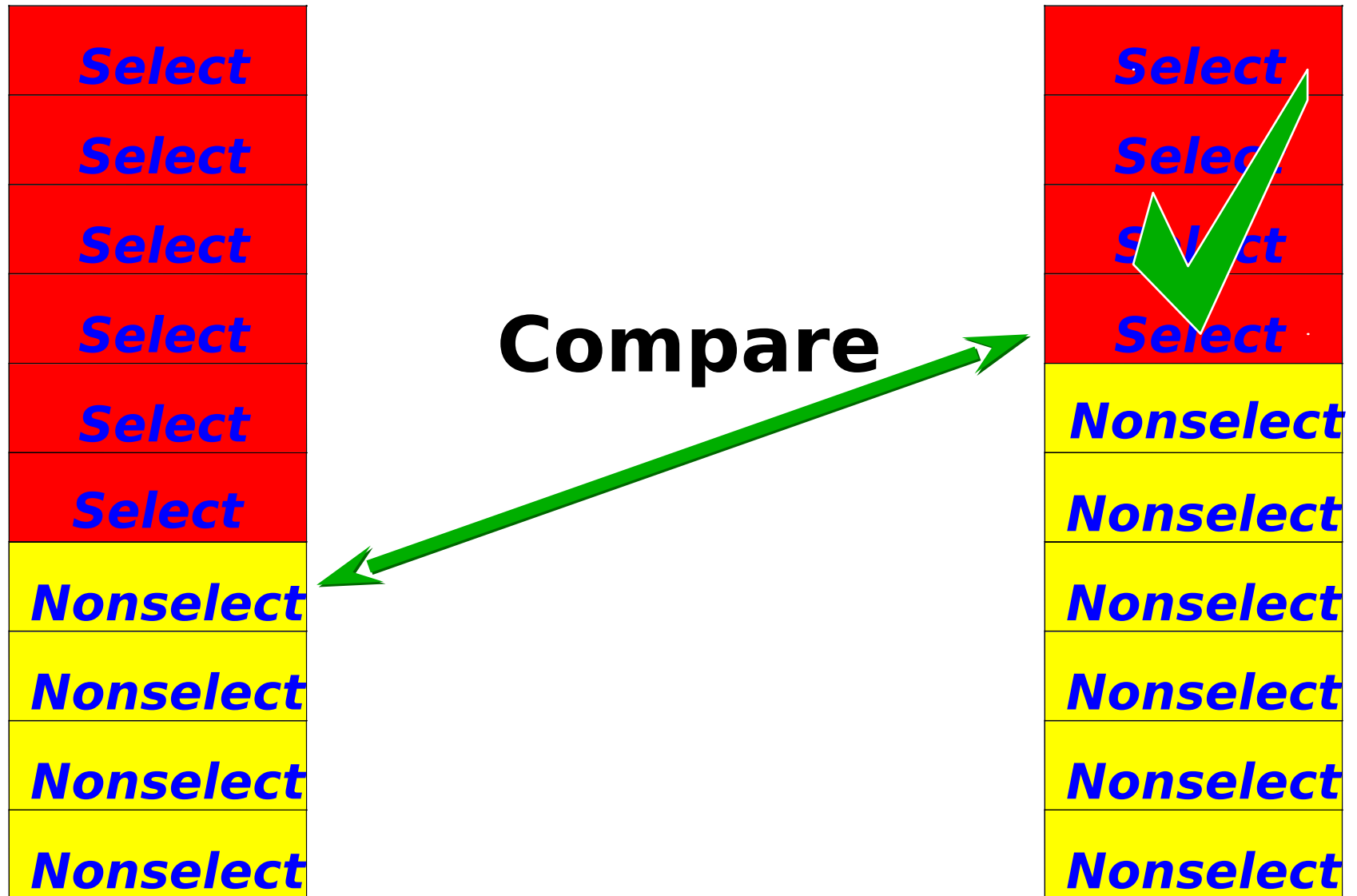


<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>
<i>Nonselect</i>

BPZ



BPZ



I/APZ

BPZ

AFPC



<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Select</i>
<i>Nonselect</i>
<i>Nonselect</i>
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<i>Select</i>
<i>Select</i>
<i>Select</i>



Fully Qualified
Determination

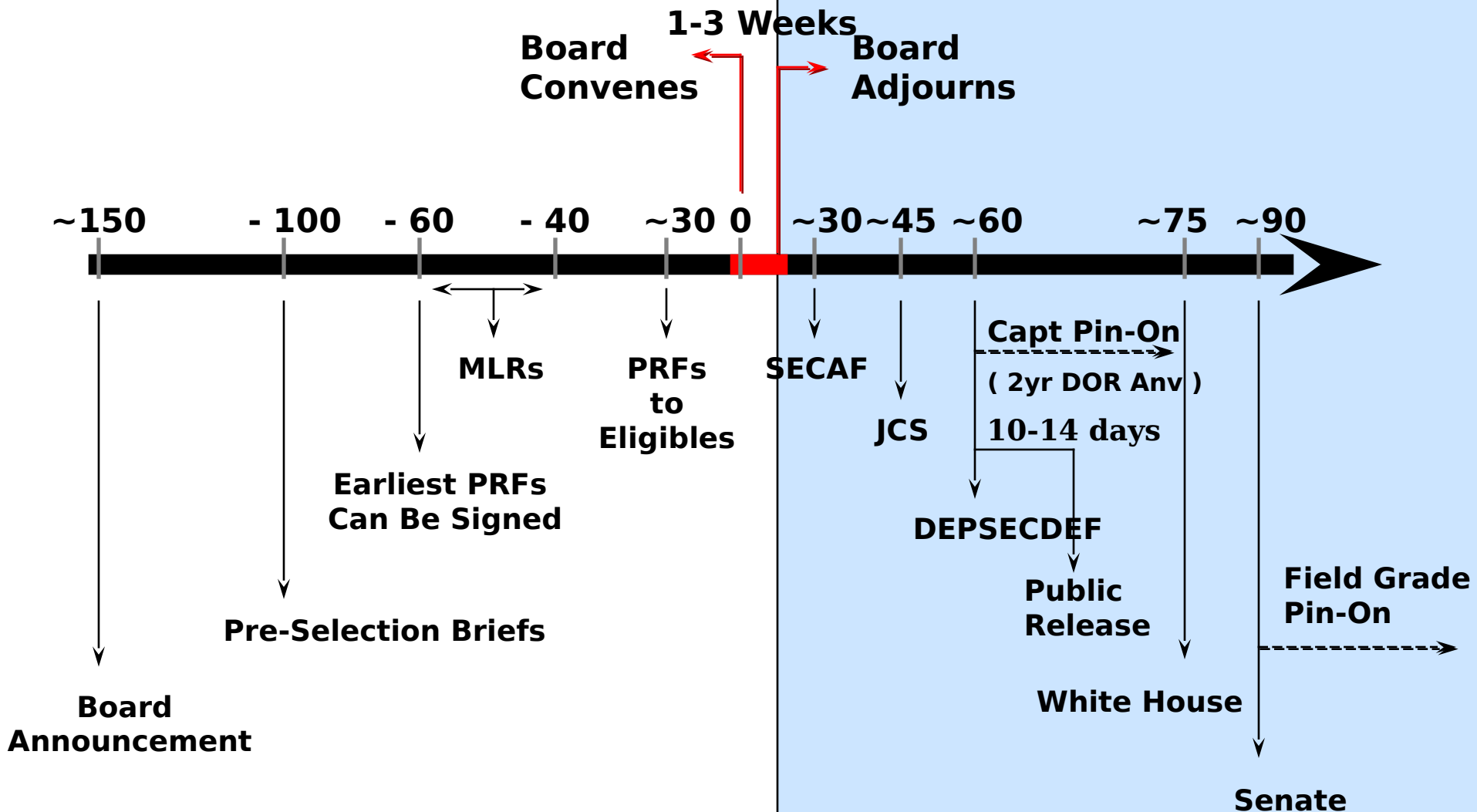
AFPC



Post-Board Procedures

Promotion Process

AFPC





- **Brief SecAF**
- **Review by Office of Secretary of Defense**
- **Announced to Public**
 - **Provide Nonselect Counseling**
- **Nominated by President**
- **Confirmed by Senate**
- **Promotion effective-date based on vacancies**

Non-Select Assessment Findings

AFPC



- **Law requires counseling on individual basis**
 - Hundreds of officers seek “honest assessment”
 - For many -- “first time someone told me the truth!”
- **What we tell them: THE TRUTH!**
 - Weak record (ratings, indorsements, jobs)
 - Weak development (Never in charge of anything)
 - Weak PRFs or OPRs; No AAD; PME not done
- **Promotion selection is based on peer group!**

